Form Title: Ethical Sourcing Policy
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Ethical Sourcing Policy Statement

Our Organisation is committed to responsible and ethical sourcing practices throughout our supply chain. We recognise our role in ensuring that the products and services we procure are sourced in a manner that respects human rights, promotes environmental sustainability, and adheres to the highest standards of integrity and social responsibility.

Objectives

Human Rights and Labor Standards:

- Ensure suppliers uphold fair labour practices, including no forced, bonded, or child labour.
- Promote safe and healthy working conditions.
- Advocate for equality, diversity, and inclusion within the supply chain.

Environmental Responsibility:

- Work with suppliers to minimise environmental impacts, such as reducing waste, emissions, and resource consumption.
- Encourage sustainable sourcing of raw materials and adherence to international environmental standards.

Transparency and Accountability:

- Require suppliers to maintain transparency in their practices, providing evidence of compliance with ethical standards.
- Foster open communication and cooperation to address any concerns promptly.

Anti-Bribery and Corruption:

- Uphold zero tolerance for bribery, corruption, and unethical practices in all supplier relationships.

All suppliers and partners must:

- Adhere to applicable laws, regulations, and international standards, including the Modern Slavery Act 2015.
- Implement fair wages and reasonable working hours.
- Respect the environment and implement sustainable practices.
- Commit to continuous improvement in ethical standard

Implementation and Monitoring

- Due Diligence: Conduct assessments of suppliers to ensure compliance with this policy.
- Audits and Reviews: Perform regular reviews and audits of supply chain practices to identify and mitigate risks.
- Partnerships: Work collaboratively with suppliers to improve standards where gaps are identified.

Non-Compliance

If a supplier is found to violate this policy we will:

- Work with the supplier to implement corrective actions within an agreed timeframe.
- Terminate relationships with suppliers unwilling to comply or improve.

By adhering to this policy, we aim to build a responsible, sustainable, and fair supply chain that reflects our core values.

Signed:
Name: R. Richardson
Role: Managing Director
Date: May 2026

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